A3940-1.4-U

College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 6 September 1991

ROCKY MOUNTAIN REGION (RMCPA)

American Graduate School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Kearney State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of M Mining & Technology
New Mexico State Univers sity
University of New Mexico
Northern Arizona Universi ity
University of Northern Co olorado
Peru State College
South Dakota School of M Mines
University of South Dakot ta - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

The career planning & placement offices that participate in the Salary Survey are divided into seven geographic regions. The participants listed above comprise the **Rocky Mountain** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (June 5, 1991 through August 9, 1991) and cumulatively (September 1, 1990, and August 9, 1991).

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	45	834	$24429	$26777	$28000	$24000	$18000	323	3608	$24917	$26642	$29232	$25200	$20000
BUSINESS ADMIN (INCL MGMT	33	572	23836	24700	30000	24000	17000	121	1538	22429	24019	29500	22000	16000
DISTRIBUTION MANAGEMENT	1	10	26500	26335	*	*	*	2	28	23750	27081	*	*	*
ECONOM & FINANCE (BANKING	39	482	24903	25575	31800	25500	18000	148	1720	24733	25819	31000	24900	18000
HOTEL/RESTAURANT MGMT.	3	31	21933	21577	*	*	*	26	149	21846	21220	22000	22000	22000
HUMAN RSRCS (incl LABOR R	1	31	20000	23052	*	*	*	9	124	20911	23812	*	*	*
MANAGEMENT INFO SYSTEMS	17	97	28519	27656	*	*	*	30	419	27656	28237	32400	28391	23304
MARKETING/MARK MGMT (RESR	69	393	23779	23330	28500	24000	16000	162	1473	23005	23713	28000	22900	18000
REAL ESTATE	1	5	20000	23000	*	*	*	1	12	20000	21693	*	*	*
COMMUNICATIONS														
ADVERTISING	2	38	21492	20985	*	*	*	5	89	17797	21490	*	*	*
COMMUNICATIONS	13	116	20585	21495	*	*	*	40	309	22351	21852	26000	22000	16000
JOURNALISM	3	44	17500	18031	*	*	*	7	147	17470	19821	*	*	*
TELECOMMUN/BROADCASTING	+	19	+	19400				2	71	16759	22321	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	25	238	18983	18733	23000	19000	14300	60	511	19198	19439	23975	19000	13350
PRE-ELEMENTARY EDUCATION	+	11	+	17063				2	41	10000	16724	*	*	*
PHYSICAL EDUCATION	3	17	18700	21540	*	*	*	5	46	18481	20137	*	*	*
SPECIAL EDUCATION	1	41	22273	20454	*	*	*	5	91	20975	21536	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	1	5	15000	17762	*	*	*	6	32	19233	20628	*	*	*
TEXTILES & CLOTHING	2	33	18996	20269	*	*	*	4	115	19748	20940	*	*	*
MERCHANDISING MANAGEMENT	+	5	+	20532				2	49	15200	20967	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	7	33	26714	21405	*	*	*	10	69	25797	21526	*	*	*
LETTERS (incl English, Li	7	97	20387	22444	*	*	*	13	208	20101	21937	*	*	*
VISUAL & PERFORMING ARTS	6	42	19298	20315	*	*	*	13	105	20529	19913	*	*	*
HUMANITIES - OTHER	1	39	10000	25081	*	*	*	2	119	13200	23567	*	*	*
SOCIAL SCIENCES														
CRIMINAL JUSTICE	1	20	18000	24446	*	*	*	2	78	16800	22280	*	*	*
HISTORY	1	46	15800	23408	*	*	*	4	116	16709	23441	*	*	*
POLITICAL SCIENCE/GOVT	12	87	20708	23537	*	*	*	22	218	20505	23252	24000	21500	15000
PSYCHOLOGY	4	81	24123	20519	*	*	*	11	232	20719	20541	*	*	*
SOCIOLOGY	1	31	10000	21065	*	*	*	6	94	14619	20431	*	*	*
SOCIAL SCIENCES-OTHER	11	50	20015	20966	*	*	*	26	177	19725	21375	27996	18402	14400
ENGINEERING														
AEROSPACE & AERONAUTICAL	13	45	32174	31302	*	*	*	15	168	32184	30667	*	*	*
AGRICULTURAL	+	6	+	26161				+	45	+	30249			
ARCHITECTURAL	1	17	28000	28049	*	*	*	4	67	25850	30396	*	*	*
BIOENGINEERING & BIOMEDIC	+	2	+	34100				+	11	+	30391			
CHEMICAL	49	303	38351	37989	40692	39000	34764	246	1655	37964	37492	40692	38190	35500
CIVIL	40	257	27584	29634	34992	26750	23313	249	1086	28924	29658	36000	28600	23567
COMPUTER	12	42	33108	31860	*	*	*	28	243	32908	32280	36000	33450	29000
ELECTRICAL/ELECTRONIC	56	501	32888	33191	36000	33000	27996	240	2141	32316	33190	37500	33000	26200

continued

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

RMCPA REGIONAL Report No. 6 SEPTEMBE

(Data Combined for Men and Women)

IM PERIOD 6/5/91 THROUGH 8/9/91

CUMULATIVE PERIOD 9/1/91 THROUGH 8/9/91

INTE	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	5	+	$25317				2	11	$29250	$27317	*	*	*
INDUSTRIAL	4	131	$29031	31597	*	*	*	26	545	30446	32131	$33375	$31870	$25992
MECHANICAL	72	538	32692	33971	$37000	$32748	$28500	279	2431	34012	33999	38500	34008	28500
METALLURGICAL	2	26	32100	32810	*	*	*	53	177	33424	33314	34800	33500	32000
MINING (INCL GEOLOGICAL)	5	29	29100	32126	*	*	*	29	77	31639	31738	34500	33000	27500
NUCLEAR	+	12	+	31699				2	33	33500	32175	*	*	*
PETROLEUM	4	17	38975	37924	*	*	*	80	198	40237	38882	43000	40350	37500
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	23	174	28423	30513	31200	28992	24000	54	354	28900	30098	34800	29000	24000
INDUSTRIAL TECHNOLOGY	23	41	30322	28197	31992	30000	28992	25	76	30056	28403	31992	30000	28992
AGRICULTURAL & NATURAL RESC		**URCES**												
AGRIBUSINESS	2	36	19500	24387	*	*	*	27	110	20992	23552	26000	21000	16800
ANIMAL SCIENCES	5	9	19440	19578	*	*	*	11	38	21109	21851	*	*	*
PLANT SCIENCES	4	9	18948	23659	*	*	*	9	24	18267	21459	*	*	*
NATURAL RESOURCES	1	8	32000	22472	*	*	*	2	20	22000	21342	*	*	*
OTHER AGRICULTURAL SCIENC	+	18	+	22742				14	55	25096	23694	*	*	*
COMPUTER SCIENCE		331	30820	30732	35400	30996	24000	153	1093	30962	30696	36000	31992	24000
COMPUTER SCIENCE	83	6	+	26500				+	41	+	27111			
COMPUTER PROGRAMMING	+	22	27750	28066	*	*	*	17	222	27086	29218	*	*	*
INFORMATION SCIENCES & SY	2	9	33000	27599	*	*	*	2	17	25800	27521	*	*	*
SYSTEMS ANALYSIS	1													
HEALTH SCIENCES		22	25300	27957	*	*	*	6	177	24008	29443	*	*	*
ALLIED HEALTH	2	9	20000	26056	*	*	*	14	50	20856	21861	*	*	*
HEALTH SCIENCES	2	142	+	27476				9	392	23100	29596	*	*	*
NURSING	+	68	34507	39611	*	*	*	21	124	36217	39533	42500	42120	26000
PHARMACY	14													
SCIENCES		10	+	29008				+	36	+	31392			
ACTUARIAL	+	11	+	23464				1	29	26400	26017	*	*	*
ARCHITECTURAL & ENVIRONME	+	29	13222	22887	*	*	*	11	90	18952	21917	*	*	*
BIOLOGICAL	3	24	19642	25927	*	*	*	7	104	23946	26836	*	*	*
CHEMISTRY	3	6	22667	28837	*	*	*	14	33	26843	28463	*	*	*
GEOLOGY & GEOLOGICAL SCI	3	87	19486	26238	*	*	*	30	249	23450	27370	30160	24000	16339
MATHEMATICS	14	29	24700	29732	*	*	*	9	50	29402	29227	*	*	*
PHYSICS	5	9	15817	23406	*	*	*	6	16	18709	24140	*	*	*
OTHER PHYSICAL & EARTH SC	3	+	+	+				+	3	+	34367			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+													
TOTALS	761	6590						2764	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	11	653	$25490	$27522	*	*	*	221	2697	$25212	$27246	$29000	$25200	$21000
ACCOUNTING (PRIVATE)	28	226	23797	24600	$27000	$24000	$18500	88	1001	24181	25049	29000	25100	17000
COMMERCIAL BANKING (CNSMR	1	58	18000	23217	*	*	*	6	165	18000	22408	*	*	*
COMMERCIAL BANKING (LENDG	5	65	16140	23338	*	*	*	11	202	18264	23638	*	*	*
INVESTMT BANKING (CORP FN	3	25	27218	29594	*	*	*	10	68	25244	29245	*	*	*
INVESTMT BANKNG (M & A)	+	3	+	24980				1	8	24000	28493	*	*	*
INVESTMT BANKG (REAL EST)	+	6	+	23107				2	12	27500	22428	*	*	*
INVESTMT BANKG (SALES & T	3	20	23067	23612	*	*	*	6	46	20533	24270	*	*	*
FINANCIAL/TREASURY ANALYS	13	140	25791	26439	*	*	*	56	544	26209	27184	31800	26700	21655
PORTFOLIO MGMT/BROKERAGE	+	15	+	23987				6	65	20310	24872	*	*	*
UNDERWRITING	6	61	29753	25246	*	*	*	19	200	26001	24681	*	*	*
INSURANCE - CLAIMS	3	66	23333	23773	*	*	*	14	179	23387	23149	*	*	*
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	22	+	21951				1	54	14400	21100	*	*	*
MEDIA PLANNING	2	13	30000	22155	*	*	*	3	30	24333	21065	*	*	*
REPORTING	+	10	+	15600				1	32	12480	17540	*	*	*
PRODUCTION	+	43	+	29100				3	98	17493	26403	*	*	*
PUBLIC RELATIONS	1	32	13500	21669	*	*	*	7	86	20543	20912	*	*	*
WRITING / EDITING	3	25	24833	20773	*	*	*	5	63	21800	20711	*	*	*
MARKETING														
ADVERTISING	2	23	21492	19795	*	*	*	10	66	20128	20815	*	*	*
BRAND/PRODUCT MANAGEMENT	2	56	19500	25978	*	*	*	26	181	22849	24918	28000	22000	18000
BUYER/MERCHANDISING	7	76	24427	23642	*	*	*	15	379	24399	23542	*	*	*
DISTRIBUTION	2	26	29750	23575	*	*	*	3	72	31013	25157	*	*	*
MARKET RESEARCH	2	29	27000	22966	*	*	*	7	106	24943	24769	*	*	*
PURCHASING	2	30	27250	27757	*	*	*	6	62	24017	27736	*	*	*
SALES	51	490	24482	24838	30996	25000	16800	121	1570	24884	25205	32000	25000	16800
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	+	16	+	23365				1	48	12000	21632	*	*	*
FINANC,TAXA, MONETARY POL	2	35	17400	23906	*	*	*	10	115	20424	23036	*	*	*
ECONOMIC PROGRAMS	+	12	+	21793				3	29	22864	21751	*	*	*
LAW ENFORCEMENT	1	22	18000	23995	*	*	*	1	81	18000	23325	*	*	*
MILITARY	5	27	21474	25370	*	*	*	8	82	22921	24240	*	*	*
NATIONAL SECURITY	+	4	+	23950				4	13	19150	21877	*	*	*
URBAN / REGIONAL PLANNING	+	19	+	26008				2	29	20153	23655	*	*	*
ENGINEERING														
BIOENGINEERING	16	18	39570	38784	*	*	*	16	27	39570	35064	*	*	*
DESIGN / CONSTRUCT	49	362	29548	31586	36000	30000	23500	187	1239	29575	31005	36600	30000	23000
ENVIRONMENTAL/SANITATION	17	58	30068	30002	*	*	*	26	217	29635	30725	35000	28008	24000
MANUFACTURING/INDUSTRIAL	61	246	32036	32936	35796	31992	29496	115	1226	32753	33731	37500	32000	28992
SYSTEMS / PROGRAMMING	17	82	31772	32731	*	*	*	37	323	31881	32363	36000	32700	26000
POWER SYSTEMS	6	73	31914	33273	*	*	*	33	304	32734	33228	37800	33000	27996
SOFTWARE DESIGN & DEVELOP	30	95	32508	32293	35000	33000	28200	42	301	32416	32687	35000	33000	30000
HARDWARE DESIGN & DEVELOP	17	64	33860	35397	*	*	*	47	255	33291	34133	36996	34176	27332

continued

BACHELOR'S DEGREE CANDIDATES

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	7	78	$31255	$34533	*	*	*	19	406	$32478	$34319	*	*	*
TESTING	11	57	31317	31390	*	*	*	21	202	29183	30889	$33300	$30000	$24500
PROCESS ENGINEERING	19	187	38194	37666	*	*	*	184	1259	37763	37659	40200	38290	35000
PROJECT ENGINEERING	40	265	32770	33406	$38400	$32500	$27000	357	1378	34841	33960	41000	35000	28800
OTHER ENGINEERING	23	502	30930	32941	36000	30084	25000	271	1982	31980	32851	38400	32000	26000
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	2	8	30000	25769	*	*	*	4	36	24470	23673	*	*	*
INDUSTRIAL HYGIENE	+	5	+	34000				+	10	+	29053			
MEDICAL TECHNOLOGY	2	12	29000	25337	*	*	*	5	56	27190	24888	*	*	*
NURSES / PERSONAL CARE	+	141	+	27482				9	386	23100	29486	*	*	*
OCCUPATIONAL THERAPY	+	1	+	16500				1	39	22000	29291	*	*	*
PHARMACIST	13	68	34469	39537	*	*	*	20	125	36278	39389	45000	42120	26000
PHYSICAL THERAPY	1	11	12800	30987	*	*	*	2	35	20900	29990	*	*	*
RESPIRATORY THERAPY		+	+	+				+	5	+	32651			
OTHER HEALTH RELATED	4	14	20750	20119	*	*	*	16	137	20405	25753	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	1	11	35000	21636	*	*	*	2	45	26500	20452	*	*	*
COUNSELING	3	38	12493	17831	*	*	*	12	100	15395	17382	*	*	*
FUNDRAISING / DEVELOPMENT	2	7	12250	21071	*	*	*	3	11	13247	19840	*	*	*
SOCIAL WORK	5	25	17261	17422	*	*	*	9	80	16423	17455	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	43	208	29010	28658	33840	30000	24000	86	784	29303	28762	34560	30000	24000
INFORMATION SYSTEMS	20	103	29159	29322	36000	28800	23304	40	356	26962	29740	36000	28398	20000
SYSTEMS ANALYSIS & DESIGN	23	144	32129	31073	34200	32400	26664	62	488	30489	30442	36000	30000	25200
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	+	20	+	30605				+	70	+	31759			
AGRICULTURE/NAT'L RESOURC	12	34	19333	20594	*	*	*	44	125	21395	21518	28000	20000	15600
ARCHITECTURE	+	9	+	23200				1	19	26400	25879	*	*	*
CONSULTING	9	132	26721	28237	*	*	*	20	623	26670	29007	31200	28500	20000
HUMAN RESRCS /INDUS RELS	5	36	20098	23215	*	*	*	12	131	21076	23531	*	*	*
MANAGEMENT TRAINEE	78	610	22677	22633	28000	22900	17000	239	1961	21981	22726	28000	22000	18000
MATH/STATISTICIANS	1	27	24300	25778	*	*	*	6	60	24507	24606	*	*	*
PARALEGAL	1	23	19680	21967	*	*	*	1	48	19680	21251	*	*	*
RESEARCHERS NON-TECHNICAL	2	12	33996	22016	*	*	*	3	25	29664	22326	*	*	*
RESEARCHERS - TECHNICAL	9	24	24224	24757	*	*	*	10	67	24202	27274	*	*	*
TEACHING	57	432	19181	19484	24600	19077	14500	125	955	19334	20027	24000	19268	14866
TOTALS	761	6590						2764	24279					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

RMCPA REGIONAL Report No. 6 SEPTEMBER 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
ALL TYPES OF EMPLOYERS	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	12	54	$30244	$29840	*	*	*	51	293	$28353	$30996	$34000	$28000	$23000
MBA--NON-TECH	28	198	31830	35269	$36500	$31500	$24000	95	560	36480	35241	52000	34000	27000
MBA--TECH	3	46	31667	37174	*	*	*	10	125	34070	38582	*	*	*
MS-BUSINESS	+	10	+	31956				1	49	40000	40047	*	*	*
ECONOMICS & FINANCE (BANK	+	14	+	35174				2	249	40500	41466	*	*	*
HUMAN RESOURCES (INCL LAB	+	3	+	36333				2	56	21500	38573	*	*	*
MANAGEMENT INFORMATION SY	+	4	+	38875				4	37	33500	36150	*	*	*
MARKETING/MKTNG MGT (RESE	2	7	27000	36718	*	*	*	2	148	27000	43182	*	*	*
COMMUNICATIONS														
ADVERTISING	+	1	+	23000				4	5	33250	31200	*	*	*
COMMUNICATIONS	2	3	15600	19067	*	*	*	6	11	22033	26524	*	*	*
JOURNALISM	+	+	+	+				+	2	+	21500			
EDUCATION														
EDUCATION ADMINISTRATION	+	1	+	30338				+	17	+	24303			
ELEMENTARY EDUCATION	+	9	+	21410				+	38	+	23657			
PHYSICAL EDUCATION	+	+	+	+				+	7	+	23286			
READING EDUCATION	+	3	+	23167				+	4	+	25611			
SPECIAL EDUCATION	1	6	28000	25021	*	*	*	1	20	28000	24141	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	38305				+	4	+	27477			
LETTERS	+	1	+	24000				1	8	13500	25773	*	*	*
VISUAL & PERFORMING ARTS	1	2	32800	31900	*	*	*	1	7	32800	25432	*	*	*
HUMANITIES - OTHER	+	+	+	+				+	9	+	32760			
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	3	+	27333				+	4	+	26036			
PSYCHOLOGY	+	4	+	25000				+	16	+	23657			
SOCIOLOGY	+	1	+	28000				+	4	+	25200			
SOCIAL SCIENCES - OTHER	+	3	+	35800				+	16	+	31780			
ENGINEERING														
AEROSPACE & AERONAUTICAL	2	9	35500	36629	*	*	*	3	24	35833	36195	*	*	*
AGRICULTURAL	1	1	36500	36500	*	*	*	1	4	36500	32225	*	*	*
BIOENGINEERING & BIOMEDIC	+	1	+	35500				+	4	+	32238			
CHEMICAL	+	27	+	40721				6	95	40907	40457	*	*	*

continued

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
CIVIL	1	22	$36600	$32710	*	*	*
COMPUTER	2	4	31650	34075	*	*	*
ELECTRICAL/ELECTRONIC	14	94	39519	39072	*	*	*
INDUSTRIAL	+	24	+	34963			
MECHANICAL	10	48	39097	39002	*	*	*
METALLURGICAL	+	15	+	41005			
MINING & MINERAL	+	+	+	+			
NUCLEAR	+	3	+	36675			
PETROLEUM	4	7	42225	41443	*	*	*
TEXTILE	+	+	+	+			
HEALTH SCIENCES							
ALLIED HEALTH	+	4	+	29250			
HEALTH SCIENCES	+	6	+	25917			
NURSING	+	1	+	23000			
SCIENCES							
AGRICULTURAL & NATL RESOU	+	2	+	35810			
ARCHITECTURAL & ENVIRONME	+	2	+	25150			
BIOLOGICAL	1	4	18500	20350	*	*	*
CHEMISTRY	1	5	20450	31403	*	*	*
COMPUTER SCIENCE							
COMPUTER SCIENCE	4	23	35550	38990	*	*	*
SCIENCES							
GEOLOGICAL (INCL GEOPHYS)	15	18	36353	36239	*	*	*
MATHEMATICS (INCL ACTUARI	1	16	27000	31023	*	*	*
PHYSICS	+	5	+	40000			
POLYMER	+	+	+	+			
TOTALS	105	716					

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
3	134	$34867	$34551	*	*	*
4	22	38325	38348	*	*	*
18	267	38859	38804	*	*	*
+	56	+	36121			
28	213	36636	38114	$42000	$36000	$31940
11	39	37727	39105	*	*	*
2	14	42400	35007	*	*	*
+	10	+	38086			
20	38	42723	43608	47000	42000	40200
+	+	+	+			
+	13	+	28586			
1	23	18720	25901	*	*	*
+	5	+	49000			
+	9	+	28702			
+	3	+	26127			
1	9	18500	22384	*	*	*
1	18	20450	33575	*	*	*
10	160	33490	37894	*	*	*
35	52	37440	36824	42500	38000	32000
3	34	30667	30061	*	*	*
1	8	28000	35207	*	*	*
+	2	+	34980			
328	2945					

Master's Degree Candidates - Experience

(Data Combined for Men and Women)

AVERAGE SALARY OFFERS

INTERIM PERIOD 6/5/91 THROUGH 8/9/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS							
MBA--NON-TECH	11	95	$32127	$40066	*	*	*
MBA--TECH	1	31	30500	39415	*	*	*
OVER 2 TO 4 YEARS							
MBA--NON-TECH	10	159	44000	44642	*	*	*
MBA--TECH	+	62	+	46447			
OVER 4 YEARS							
MBA--NON-TECH	12	196	40883	49644	*	*	*
MBA--TECH	3	83	50667	55430	*	*	*
TOTALS	37	626					

CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
		03	$42877	$50000	$35000	$29000
29	279	$366 50	45921	*	*	*
2	102	287				
		47	47243	47000	39250	30000
36	459	399 50	51034	*	*	*
2	223	388				
		08	50412	60000	40000	32000
36	603	428 34	54219	*	*	*
7	279	462				
112	1945					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 6/5/91 THROUGH 8/9/91							CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	+	9	+	$57844				+	35	+	$58300			
ECONOMICS	+	+	+	+				+	2	+	43000			
EDUCATION														
EDUCATION ADMINISTRATION	+	14	+	46280				+	25	+	43780			
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	2	+	54000				+	5	+	43600			
FOREIGN LANGUAGES	+	+	+	+				+	2	+	36870			
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	2	+	30400				1	11	$52700	42409	*	*	*
SOCIOLOGY	+	1	+	40000				+	2	+	40000			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	1	7	$55000	55171	*	*	*	3	10	46333	52428	*	*	*
CHEMICAL	9	27	51906	52654	*	*	*	14	102	51754	52992	*	*	*
CIVIL	2	4	42000	45400	*	*	*	4	10	40749	43060	*	*	*
COMPUTER	+	5	+	58768				+	10	+	56584			
ELECTRICAL/ELECTRONIC	6	15	44660	51613	*	*	*	9	44	46161	54612	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				+	1	+	54000			
MECHANICAL	+	4	+	48879				+	16	+	46866			
METALLURGICAL	+	3	+	52773				2	21	45000	49315	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				+	4	+	43638			
BIOLOGICAL	+	+	+	+				+	6	+	31800			
CHEMISTRY	4	18	35750	45356	*	*	*	6	84	38400	47911	*	*	*
GEOLOGICAL (INCL GEOPHYS)	10	11	44846	44588	*	*	*	18	21	49320	48205	*	*	*
MATHEMATICS	2	7	32400	43429	*	*	*	4	13	34075	41146	*	*	*
PHYSICS	1	3	27000	41667	*	*	*	1	8	27000	39913	*	*	*
POLYMER	+	3	+	49167				+	9	+	48667			
TOTALS	35	135						62	442					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA
BY CURRICULUM/EMPLOYER CUMULATIVE REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers
PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	25338 222 42996/21500	29							
BUSINESS ADMIN (INCL MGMT	24500 2			22940 5		26500 2	24533 3		40000 1
ECONOM & FINANCE (BANKING	25825 4	23		17100 3	16250 2	20250 4	24400 2	29500 1	
HUMAN RSRCS (incl LABOR R				22197 21 30000/18000	21870 4	30100 5	25700 3	29724 8	20548 2
MANAGEMENT INFO SYSTEMS	28997 3					20000 1			
MARKETING/MARK MGMT (RESR		23					28300 4		
ADVERTISING		29		17780 5	21736 3	23500 2	24250 4	29000 2	21000 1
COMMUNICATIONS									
JOURNALISM						20560 5		15000 1	
TELECOMMUN/BROADCASTING						14993 3			
FOREIGN LANGUAGES						12480 1			
LETTERS (incl English, Li						28500 1			
POLITICAL SCIENCE/GOVT							25000 1		
SOCIAL SCIENCES-OTHER					22000 1			20000 1	
CHEMICAL						12000 1			
CIVIL								36500 3	35376 5
COMPUTER								29662 30 36060/26400	29073 33 36120/26000
ELECTRICAL/ELECTRONIC							32880 7	29000 1	26000 1
INDUSTRIAL					27000 1	32757 7	32767 29 39800/29000	31640 6	32374 7
MECHANICAL						33375 1		30167 3	
MINING (INCL GEOLOGICAL)							32250 4	31200 5	32639 8
PETROLEUM								30008 2	29333 3
ENGINEERING TECHNOLOGY									35000 2
						30000 1	16500 1		32357 6

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 2

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
AGRIBUSINESS		—		19725 4				18400 2	21000 1
ANIMAL SCIENCES								24000 1	
COMPUTER SCIENCE	33492 2					33492 2	29528 36 40800/20000	35298 5	25000 2
INFORMATION SCIENCES & SY					28500 1	27000 1	30000 1		
BIOLOGICAL							22000 1		
CHEMISTRY								24500 1	36000 1
GEOLOGY & GEOLOGICAL SCI								21267 3	30133 6
MATHEMATICS				16000 1			18000 1	24000 2	29[illegible] 4
PHYSICS							34020 1	27000 1	20000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	20000 2	17750 2		21644 4	25200 1	20893 8			
BUSINESS ADMIN (INCL MGMT	20875 4	13800 1	21533 3	24117 8	18000 1	20918 42 26000/18000			
DISTRIBUTION MANAGEMENT						23750 2			
ECONOM & FINANCE (BANKING	18923 7		24333 3	25368 20 30000/22000		22579 19			
HOTEL/RESTAURANT MGMT.		19733 3	22122 23 24000/22000						
HUMAN RSRCS (incl LABOR R		18500 1		19250 2		22067 3			
MANAGEMENT INFO SYSTEMS				28391 2		21406 4			
MARKETING/MARK MGMT (RESR	20500 2	29523 4	20640 5	22291 11		21985 78 35000/16000			
REAL ESTATE						20000 1			
ADVERTISING						12000 1			
COMMUNICATIONS	15000 1	20000 1	18800 2	24500 2		21841 16			
ELEMENTARY EDUCATION				18000 1					
HUMAN ECOLOGY (HOME ECONO				24500 1					
TEXTILES & CLOTHING						17331 3			
MERCHANDISING MANAGEMENT						15200 2			
FOREIGN LANGUAGES		30000 2							30000 2
LETTERS (incl English, Li		23000 1			19680 1		16992 1		
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	22000 1		20400 1	19200 1		22200 10			
PSYCHOLOGY			18000 1			21444 5			
SOCIAL SCIENCES-OTHER	32000 1	20000 2				20618 7			
CHEMICAL				34764 2					
COMPUTER						28000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
INDUSTRIAL				26500 2		32000 1			
MECHANICAL						31250 2			
AGRIBUSINESS						23352 1			
ANIMAL SCIENCES						21500 2			
PLANT SCIENCES						15600 1			
COMPUTER SCIENCE				28000 1					
INFORMATION SCIENCES & SY	27000 1			29000 2		22867 3			
PHARMACY						36278 20 45000/26000			
BIOLOGICAL						22000 1			
MATHEMATICS						17000 1			

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING			27500 4	27975 4		23228 14	18793 8	28000 1	24000 1
BUSINESS ADMIN (INCL MGMT	17500 1	25000 1	25250 2		19000 3	21344 6	18350 4	19660 3	30833 6
ECONOM & FINANCE (BANKING						23353 9	23012 2		26000 3
HUMAN RSRCS (incl LABOR R						22500 2			
MANAGEMENT INFO SYSTEMS				25380 1					
MARKETING/MARK MGMT (RESR			25200 1	26000 1	13500 1	21692 2			27250 4
COMMUNICATIONS				24500 1	20000 1			18000 1	35000 1
JOURNALISM						22154 2			
TELECOMMUN/BROADCASTING						21037 1			
ELEMENTARY EDUCATION					19218 59 31500/13350				
PRE-ELEMENTARY EDUCATION					10000 2				
PHYSICAL EDUCATION					19025 4	16305 1			
SPECIAL EDUCATION					21843 4				17500 1
HUMAN ECOLOGY (HOME ECONO					19700 2		15000 1		21500 1
FOREIGN LANGUAGES					21894 5				
LETTERS (incl English, Li					19290 6	25406 1			
VISUAL & PERFORMING ARTS					21203 11	23284 1			
HUMANITIES - OTHER					16400 1				
CRIMINAL JUSTICE						15600 1	18000 1		
HISTORY					17278 3				
POLITICAL SCIENCE/GOVT					15000 1	26000 1	16667 3		
PSYCHOLOGY					15000 1				
SOCIOLOGY					17600 1	20112 1	18000 1		10000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GO	RN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
SOCIAL SCIENCES-OTHER					20400 1	16467		20428 3		16200 3
AEROSPACE & AERONAUTICAL		34000 1				28703				
ARCHITECTURAL				28000 1				22950 2		
CHEMICAL				37992 2		16973				
CIVIL		32133 3	26853 12	33371 4		25474 33400/220		26602 74 38000/23040		
COMPUTER		33000 1				30000				30000 1
ELECTRICAL/ELECTRONIC		34667 3	33000 1	31897 14		27040 36700/212		22800 1		
ENIVRONMENTAL ENGINEERING						35000		23500 1		
INDUSTRIAL			27252 1	33000 2		23000				
MECHANICAL		33000 1		33170 27 44000/30000		27770				
METALLURGICAL						27600				
MINING (INCL GEOLOGICAL)				33800 1				24000 1		
ENGINEERING TECHNOLOGY		25000 1				23000		25300 3		
INDUSTRIAL TECHNOLOGY					24900 1					
AGRIBUSINESS					20065 3	23000		20920 2		
ANIMAL SCIENCES					11000 1					
PLANT SCIENCES						16793		20507 2		
NATURAL RESOURCES								22000 2		
OTHER AGRICULTURAL SCIENC	12000 1									
COMPUTER SCIENCE		15000 1		31620 2		23488				
INFORMATION SCIENCES & SY					18960 1					
SYSTEMS ANALYSIS								18600 1		
ALLIED HEALTH					20600 1			14500 1	24975 2	29500 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
HEALTH SCIENCES							22500 1	23288 5	19800 5
NURSING								23700 7	20000 1
BIOLOGICAL					18090 3		22000 2	15400 2	
CHEMISTRY					16200 2	24908 3			
GEOLOGY & GEOLOGICAL SCI		32000 1				20000 1	24000 1		
MATHEMATICS		24300 1			18773 11	22507 2	29809 2		
PHYSICS		28250 2							
OTHER PHYSICAL & EARTH SC					17063 4		22000 2		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCP/
BY CURRICULUM/EMPLOYER CUMULATIVE

RMCPA REGIONAL CUMULATIVE REPORT
ATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MU	REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING								21600 2	13680 2		29000 1
BUSINESS ADMIN (INCL MGMT							19500 1	25500 1	30250 4	16000 1	
ECONOM & FINANCE (BANKING	12000 1		1		24000 2				29200 3		24000 2
MANAGEMENT INFO SYSTEMS									28000 2		
MARKETING/MARK MGMT (RESR										21000 1	31331 3
JOURNALISM	13000 1										
HUMAN ECOLOGY (HOME ECONO					15000 1						
HUMANITIES - OTHER								10000 1			
POLITICAL SCIENCE/GOVT	12500 1										
PSYCHOLOGY					14700 1	11000 1					
SOCIOLOGY					12000 1	10000 1					
SOCIAL SCIENCES-OTHER	15240 1										
AEROSPACE & AERONAUTICAL							32067 8				
CHEMICAL								36100 6	31992 2	32500 2	38046 53 41000/36500
CIVIL							27000 1			27853 27 31200/25000	38000 2
ELECTRICAL/ELECTRONIC							31872 14		33325 4	27990 2	36477 7
INDUSTRIAL							33000 1	28000 1	28998 2	27528 3	
MECHANICAL							30423 47 33000/28500	35499 6	33783 7	34333 3	35675 12
METALLURGICAL							31500 1	30000 1	30600 1		33100 1
ENGINEERING TECHNOLOGY							29134 12	31500 2	30300 2	28307 7	
INDUSTRIAL TECHNOLOGY							30107 18		30000 2		
AGRIBUSINESS								21669 13			
ANIMAL SCIENCES					19200 1			20000 5			

AVERAGE SALARY OFFERS
BY CURRICULUM/EMPLOYER

SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
PLANT SCIENCES	19000 1					17333 3			
OTHER AGRICULTURAL SCIENC						25775 8			
COMPUTER SCIENCE			37500 1		31187 4	34800 1	29500 2		36000 1
INFORMATION SCIENCES & SY					26000 3				29000 1
HEALTH SCIENCES				15500 2					
NURSING									22000 1
PHARMACY									35000 1
ARCHITECTURAL & ENVIRONME								26400 1	
MATHEMATICS					25000 1		24000 1		40000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ACCOUNTING	26664 2	28500 1	24000 1					24000 1	27425 24 31200/26000
BUSINESS ADMIN (INCL MGMT	26000 1		24000 2			22000 1		16000 1	30714 7
ECONOM & FINANCE (BANKING	29500 2	28800 1	28000 1	18000 1				25000 1	28500 19
MANAGEMENT INFO SYSTEMS	27901 9	34200 1							30100 4
MARKETING/MARK MGMT (RESR	33540 1	23333 3	22471 7	25000 1				28500 2	27444 9
JOURNALISM					20000 1				
LETTERS (incl English, Li	16500 1								
POLITICAL SCIENCE/GOVT									22000 1
PSYCHOLOGY			30996 2						
SOCIAL SCIENCES-OTHER				16800 2					
AEROSPACE & AERONAUTICAL		32761 2							32667 3
CHEMICAL	36498 4	37500 1	34357 7	37500 1	33600 1	28600 1	39500 1		38961 139 46000/36800
CIVIL					29000 1	30777 6			36166 28 39300/33000
COMPUTER	33333 3	34427 6	34200 1						36500 3
ELECTRICAL/ELECTRONIC	32700 25 42492/30000	32223 37 40020/28080	33600 2	37500 1	36765 4	3552. 4		31000 1	35204 31 42720/32000
INDUSTRIAL		28080 1	35530 2				31870 2	33000 1	36000 1
MECHANICAL	34125 4	32929 7	27500 1	35164 3	32125 4	28920 2		31800 1	37236 106 42300/33800
METALLURGICAL		34200 1			33760 36 37200/32500	33344 9			34500 2
MINING (INCL GEOLOGICAL)					32000 1	32367 21 37500/30000			
NUCLEAR		33500 2							
PETROLEUM									40409 77 46000/37800
ENGINEERING TECHNOLOGY	28999 5	29043 8						31777 1	
INDUSTRIAL TECHNOLOGY			27000 2	35292 2					

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
ANIMAL SCIENCES			35000 1						
PLANT SCIENCES								20000 1	
OTHER AGRICULTURAL SCIENC			26628 5						
COMPUTER SCIENCE	31243 53 42000/25992	34667 3	25998 4		35400 1				33444 24 39000/29000
INFORMATION SCIENCES & SY									31800 3
BIOLOGICAL		23400 1							
GEOLOGY & GEOLOGICAL SCI									27600 2
MATHEMATICS					25000 1				36000 1
PHYSICS	32400 1	32500 1							42200 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
ACCOUNTING	22200 1						19840 5
BUSINESS ADMIN (INCL MGMT							22004 3
ECONOM & FINANCE (BANKING			28000 1				24800 2
MARKETING/MARK MGMT (RESR			28000 1				21923 6
ADVERTISING							17000 2
COMMUNICATIONS							25963 8
TEXTILES & CLOTHING					27000 1		
LETTERS (incl English, Li							19000 1
VISUAL & PERFORMING ARTS							10368 1
SOCIAL SCIENCES-OTHER					27996 2		
ARCHITECTURAL							29500 1
CHEMICAL	37500 1	37440 1	39000 1			38007 6	34583 6
CIVIL				28400 2		34900 3	29000 1
COMPUTER						34000 1	31000 1
ELECTRICAL/ELECTRONIC			34260 1		34500 1	37500 1	32033 6
INDUSTRIAL							33000 1
MECHANICAL	33470 2		23000 1			35789 9	25890 4
PETROLEUM						37500 1	
ENGINEERING TECHNOLOGY						34800 2	
COMPUTER SCIENCE			34250 2			28000 1	23000 1
SYSTEMS ANALYSIS							33000 1
HEALTH SCIENCES							23040 1
BIOLOGICAL							12000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Aver age: 20250 706 # of Offers
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY D	IVERSI	OTHER EMPLOYER	
PHYSICS								20000	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	25386 231 42996/21500	23677 7		21207 34 32000/15200	20719 10	22090 25 45000/12480	25571 17	27715 13	25524 4
BACHELOR - TECHNICAL	33492 2			18980 5	27750 2	32222 12	30777 81 40800/22000	29620 65 45996/24000	30358 80 39720/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	20331 18	22829 17	21726 38 26000/18600	23808 52 30000/19200	20960 3	21491 202 37000/17000	16992 1		30000 2
BACHELOR - TECHNICAL	27000 1			29790 7		31443 33 45000/21500			

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	17500 1	25000 1	26529 7	26826 7	19263 106 33000/14300	22073 45 28000/20000	18785 23 30000/15000	20996 5	25171 21 35000/17300
BACHELOR - TECHNICAL	12000 1	30213 15	27321 14	32880 53 44000/29000	18410 27 25000/14866	26004 86 36700/21201	25660 98 38000/22320	22693 16	23111 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	13185 4		17940 5	10500 2	19500 1	19675 4	26542 11	18500 2	28499 6
BACHELOR - TECHNICAL	19000 1		37500 1	16733 3	30395 110 36000/28500	26637 46 44400/17000	31563 23 36000/28000	28514 45 37000/25000	37142 80 41000/34900

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	27468 16	26917 6	24561 13	19150 4	20000 1	22000 1		24400 5	28189 64 39600/25000
BACHELOR - TECHNICAL	31929 95 42492/27996	32198 70 40020/27000	30664 25 37520/24000	35868 7	33590 49 38040/31020	32395 43 38090/28000	34413 3	29515 5	37819 421 46000/33600

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	22200 1		28000 2		27664 3		
BACHELOR - TECHNICAL	34813 3	37440 1	32952 5	28400 2	34500 1	35894 24 39504/33600	

AVERAGE SALARY OFFERS RMCPA REGI
BY TECH - NON TECH/EMPLOYER CUM

AL CUMULATIVE REPORT
ATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACC	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	28875	29429 7		38542 12	48218 11	29000 1	32400 10	29333 3	
MBA--TECH								31233 3	

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	33167			32667 3	52000 1	26000 2			
MBA--TECH									

CURRICULUM	REAL EST	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH			40000 1			30000 1	27000 1		36500 1
MBA--TECH							32667 3		46000 1

CURRICULUM	MEMBERSI	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH						31500 2	43000 1		43257 7
MBA--TECH					40000 1				

CURRICULUM	COMPUTE	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH	28250	37400 2	46200 5	35750 4					32625 4
MBA--TECH									31500 2

CURRICULUM	PRINTIN	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH				36070 2			29500 2
MBA--TECH							

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	25240 215 42996/21000	24495 78 40000/18000	20000 1	19699 1			27500 2		25490 10
BUSINESS ADMIN (INCL MGMT	21400 2	16000 1	14800 1	13500 2	24000 1			12000 1	24233 9
ECONOM & FINANCE (BANKING	25625 4	22689 7	18300 4	24000 3	25804 8	24000 1		24733 3	26896 30 34000/23000
MARKETING/MARK MGMT (RESR		21250 2		13354 2					25000 2
COMMUNICATIONS								15000 1	
POLITICAL SCIENCE/GOVT					22000 1			22000 1	22000 1
AGRIBUSINESS				19750 2					18000 1
COMPUTER SCIENCE									32600 3
MATHEMATICS				16000 1					

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT		UNDERWRITING		INSURANCE - CL		DESIGN/GRAPHIC		MEDIA PLANNING		REPORTING		PRODUCTION		PUBLIC RELATIO		WRITING / EDIT	
ACCOUNTING	25000	1	21580	1	18000	1												
BUSINESS ADMIN (INCL MGMT	18000	1	23986	5	21500	2							16000	1	16000	1	18000	1
ECONOM & FINANCE (BANKING	15620	3	26682	7	24237	6							24000	1	22000	2		
MARKETING/MARK MGMT (RESR			24067	3	23833	3									13500	1		
COMMUNICATIONS			24000	1	25000	1									26750	2		
JOURNALISM									13000	1	12480	1					16250	2
TELECOMMUN/BROADCASTING													12480	1				
HUMAN ECOLOGY (HOME ECONO					24500	1												
FOREIGN LANGUAGES									30000	2								
LETTERS (incl English, Li																	16500	1
SOCIAL SCIENCES-OTHER	32000	1					14400	1										
CHEMICAL			34764	2														
AGRIBUSINESS															16800	1		
COMPUTER SCIENCE																	42000	1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING									17200 3
BUSINESS ADMIN (INCL MGMT	20900 2	24188 10	25500 1		25000 1	24800 2	22600 10		20300 1
DISTRIBUTION MANAGEMENT				26500 1					
ECONOM & FINANCE (BANKING		21750 4	15996 1				28020 15		22426 3
HOTEL/RESTAURANT MGMT.		19000 1							
MARKETING/MARK MGMT (RESR	20250 2	21200 5	25625 8	33540 1	24520 5	27250 2	24432 57 35000/18500		
ADVERTISING	19246 4	12000 1							
COMMUNICATIONS	30000 1					20000 2	23766 16		
JOURNALISM		23284 1							21023 1
TELECOMMUN/BROADCASTING									21037 1
ELEMENTARY EDUCATION							18000 1		
TEXTILES & CLOTHING			18996 2		27000 1				
LETTERS (incl English, Li							25000 1		
POLITICAL SCIENCE/GOVT		20400 1					19200 1	12000 1	
PSYCHOLOGY							18460 2		
SOCIAL SCIENCES-OTHER	12000 1		28000 1				16747 3		
CIVIL							28955 4		
COMPUTER			28000 1						
ELECTRICAL/ELECTRONIC							36000 1		
INDUSTRIAL		33000 1							
MECHANICAL		28500 1					35875 4		
METALLURGICAL							34068 1		
AGRIBUSINESS			25500 1						23000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ANIMAL SCIENCES							26000 1		
OTHER AGRICULTURAL SCIENC		23004 1					15000 2		
SYSTEMS ANALYSIS				33000 1					
PHARMACY							35000 1		
BIOLOGICAL							22000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
ACCOUNTING			26000 1						
BUSINESS ADMIN (INCL MGMT	20000 1		30000 1						
ECONOM & FINANCE (BANKING	24296 2								
COMMUNICATIONS			24000 1						
PHYSICAL EDUCATION					16305 1				
VISUAL & PERFORMING ARTS			10368 1						
CRIMINAL JUSTICE		18000 1		15600 1					
POLITICAL SCIENCE/GOVT				26000 1					
SOCIAL SCIENCES-OTHER				17500 2					
AEROSPACE & AERONAUTICAL							36000 1		31500 2
ARCHITECTURAL							22950 2		
CHEMICAL						39570 16	38243 7	37992 2	37131 15
CIVIL			24000 1				27947 105 38000/22992	27359 15	
ELECTRICAL/ELECTRONIC							30745 19	36498 2	34085 6
ENIVRONMENTAL ENGINEERING								35000 1	
INDUSTRIAL								31740 1	29770 7
MECHANICAL			26000 1				33196 36 44400/29000	33800 3	32788 52 42000/29500
METALLURGICAL									35200 3
MINING (INCL GEOLOGICAL)							33300 1	26016 1	35040 1
ENGINEERING TECHNOLOGY							27602 15		30802 7
INDUSTRIAL TECHNOLOGY									30568 22 35292/28992
COMPUTER SCIENCE			23000 1						
CHEMISTRY								17000 1	

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 4 - PAGE 2

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
GEOLOGY & GEOLOGICAL SCI					24000 1				
PHYSICS			20000 1				20000 1		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28800 1								19500 1
ECONOM & FINANCE (BANKING	25100 1								29100 1
MANAGEMENT INFO SYSTEMS	26400 4								
AEROSPACE & AERONAUTICAL			32522 1		34000 2			35300 2	30440 6
ARCHITECTURAL								28000 1	29500 1
CHEMICAL				36498 4	37800 2	24000 1	38215 162 42016/36000	36810 14	37339 21 41000/35000
CIVIL		27087 1			28992 2		38000 1	32117 51 38000/28000	28360 67 40000/24167
COMPUTER	30880 2		33525 8	34866 10		32400 2			31333 3
ELECTRICAL/ELECTRONIC	33390 18	32979 22 39000/27996	32170 19	32802 26 38040/27332	33114 7	32575 4	35167 3	31572 37 38500/23832	32267 67 42720/26252
ENIVRONMENTAL ENGINEERING					23500 1				
INDUSTRIAL								32000 3	30411 7
MECHANICAL	33900 1	32776 9		31222 5	33400 3	28200 5	35317 7	35172 86 42300/29000	34723 66 44000/28800
METALLURGICAL							32833 9	33408 40 37200/32400	
MINING (INCL GEOLOGICAL)								31847 25 37500/28000	
NUCLEAR									33500 2
PETROLEUM								40237 80 46000/37500	
ENGINEERING TECHNOLOGY			28200 2	28596 1		26412 5		27971 7	31074 15
OTHER AGRICULTURAL SCIENC									27067 3
COMPUTER SCIENCE	32340 10	32640 1	32159 12		36000 1	32064 3	35400 1	34500 1	27500 2
BIOLOGICAL					24000 1				
CHEMISTRY						24500 1	36000 1	31200 1	
GEOLOGY & GEOLOGICAL SCI								30543 7	30000 1
MATHEMATICS								28500 1	32577 6

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: - 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
PHYSICS				32500 1				42200 1	33210 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
BUSINESS ADMIN (INCL MGMT	22880 1		29000 2		22000 1				
ECONOM & FINANCE (BANKING									28000 1
HUMAN ECOLOGY (HOME ECONO	15000 1								18250 2
PSYCHOLOGY									11000 1
COMPUTER	30000 1								
ALLIED HEALTH	30000 1		31950 1				29000 1		18000 1
HEALTH SCIENCES			23000 2						21498 10
NURSING				23100 9					
PHARMACY						36278 20 45000/26000			
BIOLOGICAL							12800 1		18000 1

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING						25000 2			24000 2
BUSINESS ADMIN (INCL MGMT	26500 2			15800 2	36000 1	23500 3	27398 3		
ECONOM & FINANCE (BANKING			12000 1		24725 4	30000 1			
MANAGEMENT INFO SYSTEMS					29343 4	27035 9	28947 7		
MARKETING/MARK MGMT (RESR							28500 1		
ELEMENTARY EDUCATION		13350 1							
SPECIAL EDUCATION		17500 1							
FOREIGN LANGUAGES					28500 1				
HUMANITIES - OTHER									10000 1
POLITICAL SCIENCE/GOVT		19500 2	12500 1	14000 1					
PSYCHOLOGY		15000 1							
SOCIOLOGY		14022 5							
SOCIAL SCIENCES-OTHER		14890 2	15240 1	18052 2					30000 1
AEROSPACE & AERONAUTICAL							30000 1		
COMPUTER							26000 1		
ELECTRICAL/ELECTRONIC					26700 3	42492 1	29000 4		
ENGINEERING TECHNOLOGY						22000 1			
AGRIBUSINESS									21689 14
ANIMAL SCIENCES									22025 8
PLANT SCIENCES									17924 8
NATURAL RESOURCES									22000 2
OTHER AGRICULTURAL SCIENC									27534 4
COMPUTER SCIENCE					30041 67 40800/24000	28637 15	32165 35 45996/25200		

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 2

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
INFORMATION SCIENCES & SY					24820 3	25100 6	29425 8		
SYSTEMS ANALYSIS							18600 1		
ALLIED HEALTH				17550 2					
HEALTH SCIENCES				15500 2					
BIOLOGICAL						22000 1			16000 2
GEOLOGY & GEOLOGICAL SCI							25200 1		
MATHEMATICS					24000 3	18000 1			
OTHER PHYSICAL & EARTH SC									22000 2

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 1

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		28000 1		23325 4					
BUSINESS ADMIN (INCL MGMT		29500 1	21500 1	21622 43 39600/18000			21000 1		22000 1
DISTRIBUTION MANAGEMENT				21000 1					
ECONOM & FINANCE (BANKING		27000 4	23012 2	22502 26 28000/18996			33996 2	25992 1	
HOTEL/RESTAURANT MGMT.				21960 25 24000/22000					
HUMAN RSRCS (incl LABOR R			22167 3	20283 6					
MANAGEMENT INFO SYSTEMS		30996 2		24695 4					
MARKETING/MARK MGMT (RESR		28500 3	19250 2	21320 63 37596/18000					
REAL ESTATE				20000 1					
COMMUNICATIONS		15000 1		20562 13					20000 1
JOURNALISM				20000 1					
ELEMENTARY EDUCATION									19319 58 31500/14300
PRE-ELEMENTARY EDUCATION									10000 2
PHYSICAL EDUCATION									19025 4
SPECIAL EDUCATION									21843 4
HUMAN ECOLOGY (HOME ECONO									19700 2
TEXTILES & CLOTHING				14000 1					
MERCHANDISING MANAGEMENT				15200 2					
FOREIGN LANGUAGES				30000 2					21894 5
LETTERS (incl English, Li			17996 2	23000 1		19680 1			20163 7
VISUAL & PERFORMING ARTS				23284 1					21203 11
HUMANITIES - OTHER									16400 1
HISTORY				15000 1					17278 3

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330 PART 8 - PAGE 2

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
POLITICAL SCIENCE/GOVT		20000 1		22200 10					
PSYCHOLOGY				25049 6					14700 1
SOCIOLOGY									17600 1
SOCIAL SCIENCES-OTHER				20968 10					20400 1
CIVIL		28200 2							
ELECTRICAL/ELECTRONIC		31200 1							
INDUSTRIAL		31500 2		29316 5					
MINING (INCL GEOLOGICAL)								27000 1	
ENGINEERING TECHNOLOGY				30000 1					
INDUSTRIAL TECHNOLOGY				27000 2					24900 1
AGRIBUSINESS			21000 1	19717 3					20065 3
ANIMAL SCIENCES				19000 1					11000 1
PLANT SCIENCES					21013 1				
OTHER AGRICULTURAL SCIENC				26750 4					
ARCHITECTURAL & ENVIRONME	26400 1								
BIOLOGICAL			23400 1						18090 3
CHEMISTRY								21763 2	15400 1
GEOLOGY & GEOLOGICAL SCI		20800 1		24000 1				19000 2	
MATHEMATICS		14000 1		17000 1	25206 5			24000 1	19250 10
PHYSICS								27833 3	
OTHER PHYSICAL & EARTH SC									17063 4

AVERAGE SALARY OFFERS SEPTEMBER 1991 RMCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 8/9/91 90th: 22080 / 10th: 18330

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	25212 221 42996/21000	24181 88 40000/17000	18000 6	18176 8	25244 10	24000 1	27500 2	20533 6	25998 52 34000/22000
BACHELOR - TECHNICAL				18500 3					28950 4

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	20310 6	24970 17	23387 14	14400 1	24333 3	12480 1	17493 3	21167 6	16750 4
BACHELOR - TECHNICAL		34764 2						16800 1	42000 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20128 10	22155 23 42000/18000	24038 13	30020 2	24943 7	24017 6	24231 106 45000/16640	12000 1	20137 9
BACHELOR - TECHNICAL		28168 3	26750 2	33000 1			29493 15		23000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	22864 3	18000 1	22592 4	19150 4	16305 1				
BACHELOR - TECHNICAL			23250 4		24000 1	39570 16	29575 187 46000/23000	29635 26 39996/24000	32753 115 42000/28992

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	26583 6								
BACHELOR - TECHNICAL	32906 31 39000/30000	32734 33 39000/27996	32416 42 37200/30000	33291 47 38500/27332	32478 19	29183 21 36000/24500	37763 184 42016/35000	34841 357 46000/28800	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	18940 2		29000 2		22000 1				
BACHELOR - TECHNICAL	30000 2		25983 3	23100 9		36278 20 45000/26000	20900 2		

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CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	26500 2	15395 12	13247 3	16341 5	28077 10	26254 15	28484 11		22000 4
BACHELOR - TECHNICAL				16525 4	29464 76 40800/24000	27386 25 42492/20000	30921 51 45996/25200		21334 40 35000/15600

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		26769 13	20852 10	21705 221 39600/18000		19680 1	29664 3	25992 1	19511 102 33000/15000
BACHELOR - TECHNICAL	26400 1	26486 7	22200 2	25374 18	24507 6			24003 9	18544 23 25000/15400